

**CLEMSON UNIVERSITY
CLASSIFIED STAFF COMMISSION
MINUTES
Tuesday, October 12 , 1993**

Present: Abernathy, Adams, Alexander, Belding, Brown, Long, Duncan, Harbin, Matheson, Hickman, Barnes, Howard, Kelley, Williams, McCaskill, Brock, Nicholson, Pawlowski, Pullen, Simmons, Sowell, Hubbell, Waddell, Jarrard, Simmons.

Absent: Allen, Baker, Clark, Jones, Lappie, Lyda, Moore, Pilgrim, Reeves, Smith G., Herrin, Massey, Smith S., Thompson

Phil Howard introduced the guest speaker, Gary Ransdell.

Guest Speaker: Gary Ransdell. Vice President for Institutional Advancement, met with the Commission to discuss the Golf Course and Conference Center project. The University is looking to increase revenue through the Golf Course and the Conference Center. The Center will add to the University's public service mission and turn the land into a financial resource. The Conference Center is being built with state money and is separate from the golf course which will be funded by membership sales and revenues from the course.

The University wants to clear up the mis-communication and perceptual question- "How can the University build a Golf Course and yet cut budgets?".

Discounts are available to students. Payroll deductions are available to staff. Approximately 425 residential memberships are needed and 65 life memberships to adequately fund the package. This could be a tremendous advantage to the University.

Questions from the floor:

1. Do we have a golf team? Yes, and there are no current facilities for the team.
2. Does membership mean that I have 'stock' in the course? No, straight membership only.
3. Can the charges for membership change? Yes, fees, sales, etc.
4. Family membership means... immediate family can have one membership. Is walking course available? Yes
5. One member expressed negative feelings about the project because the future of the University looks bad financially. Mr.

Ransdell repeated that memberships and revenues from the course are funding the course - NOT state money. The Conference Center is separate and will serve as a continuing education center - the funding is with state money through the 1987 bond bill. The University hopes to break even with the Conference Center.

6. If the University begins to layoff people and others leave the area - can't get ride of the membership? People are confusing a membership to the Course with investing. Any club of which you join, if you leave the area, you forfeit your membership.

7. Is the course between the scale of Boscobel and Augusta National? Yes, better than Boscobel and an attractive course for tournaments as well.

8. Who are the designers? Steve Melnick, Director of Riverside Golf.

9. What about problems with runoff to the lake? The Engineering Corp of Engineers is handling any problems of protection to the lake. Our faculty will be involved to make it environmentally sound.

10. How will the Conference Center make money? Jeff Martin at the University Conference Center will manage the Course and Conference Center.

From the President: Phil asked for corrections to the minutes. Lynn Belding was not marked present. No other corrections were noted.

Phil reported that there is concern over the issue of the Commission for Higher Education, who wants more control and involvement in university decisions. There are many uncertainties - the Board of Trustees and Administration do not want the CHE involved. The question is what do we (the University as a whole) want. Should we align ourselves with other state universities or with other land grant institutions (as Kellogg suggests)? These issues must be resolved by December or the matter goes to the Legislature.

Committee Reports:

Policy/Welfare - Stephanie Pawlowski reported that the committee reviewed the draft statement regarding fraternity and sororities. The committee also drafted a resolution regarding employees attending graduation ceremonies on work time. The

concerns expressed by off-campus employees will be addressed by a Task Force.

The resolution (attached) was presented and discussed. Alexander asked if it was necessary to state that attendance may be denied based on workload. Simmons from Personnel stated that it was important to add the statement in cases where a supervisor needed to deny

the request based on workload. The resolution was approved unanimously.

Communications - Abernathy reported no recent meeting. More donations are needed for prizes for the Benefits Fair. Additional volunteers are needed as well to work the booth.

Scholarship - McCaskill thanked Beth Jarrard at Inside Clemson for handling the photographs of Scholarship recipients. Scholarship deduction forms will be distributed to Commission members for distribution to staff.

Treasurer's Report - Reeves - absent.

Membership - Long reported that attendance issues need to be addressed. There is an attendance problem among some Commission members. Kay reminded members that each should attend or make arrangements for the alternate to attend. Phil is working on a general letter to all members.

Long presented a recommendation that the Commission evaluate the representation of members distributed among vice-presidential areas. Phil asked that we table the discussion until the November meeting and can review the information. The motion was made, seconded and agree upon to table the discussion.

University Committees:

Traffic/Parking - Pawlowski reported that the proposed changes in regulation for 1994-1995 are being reviewed. In the case of four or more ticket violations, the vehicle will be towed. Much discussion is taking place concerning the re-routing of Perimeter Road & Highway 76 & Pendleton Road to pass through the Botanical Gardens. There is also much discussion about the closing of Fernow Street as part of the Historic District.

Accident Review Board - Lappie absent.

Strategic Planning - Taylor absent. Howard attended the Kellogg meeting. There is a \$100,000 project available in the food systems areas. Beth Jarrard commented that we are in competition with other land grant universities for the project.

Joint City-University - McCaskill reported that the focus is on communication between the City and the University. He has the report on the flex-time survey if any member is interested in viewing it. Personnel will be conducting a follow up survey on this issue.

Facilities Planning - Baker absent.

Athletic Council - Sowell reported that at the last meeting, the committee toured the facilities.

Recreation Advisory - Adams reported no meeting.

Telecommunications - Hickman reported no meeting.

SCSEA - Nicholson reported that a Legislative breakfast is being planned in the near future. Look for a list of the legislators and addresses at the Benefits Fair. Phil urged all members to attend as a way to speak directly to our legislators.

Old Business - Smoking Policy - due to the Clean Air Act the University cannot place a campus wide ban on smoking.

The issues regarding Compensatory Time for exempt employees is back to the vice presidents for discussion.

Paul Michaud is looking at alternative systems to the current EPMS evaluation system.

New Business - Pay for Performance - Sowell reported that the recommendation from the committee went forward to the Vice Presidents and Deans and was returned for corrections and amendments to the committee. The Committee was asked to add further criteria and present a proposal to carry through the 1993-1994 fiscal year. Alexander voiced concerns about the process - will members have a chance to see the proposal and criteria before it is adopted? The Committee is working under tight deadlines. Commission members agreed that it is a good plan with flexibility.

Recorded by Teri Alexander.

Next Meeting - Tuesday, November 9, 1993 - 10:00 am -
Student Senate Chambers. Guest Speaker Paul Michaud.